

# MCOLES



*Michigan Commission on Law Enforcement Standards*

May 2002

Vol. I, Issue 7

## MCOLES Strategic Plan to be Examined in Town Hall Meetings

Recently, the Michigan Commission on Law Enforcement Standards (MCOLES) mailed a survey request to every law enforcement agency in Michigan. We received many responses, and we thank each of you who have taken time to share your knowledge with us.

MCOLES used the information provided in the development of its strategic plan. **This plan will shape the allocation of MCOLES resources for years to come. A good strategic plan will significantly impact the advancement of effective law enforcement and criminal justice in Michigan.**

We began development of the strategic plan two years ago. At that time we engaged a professional in the field of organizational development who assisted the Commission and staff in eliciting the direction they felt the organization should take. We then went out to the field, in Town Hall Meetings, with our ideas and solicited your input. At the conclusion of the Town Hall Meetings, three planning components were identified. They were:

- modernization of training;
- enhancement of law enforcement certification; and,
- establishment of an effective in-service training standard.

These concepts were approved for development by the Commission at the conclusion of the 2000 calendar year. Not long after that, Governor Engler announced his intention to

consolidate MCOLES with the former Justice Training Commission, forming a new Commission. Planning efforts were suspended, pending the merger. In November of 2001, the consolidation took place, and by the end of calendar year 2001, the newly appointed Commission had reviewed and re-affirmed the strategic planning components. MCOLES staff has since resumed research and development of options to achieve the plan objectives.

As we move forward, again, input from practicing criminal justice professionals is foundational in our strategy. Our design has been to derive your input in two stages. First, through the survey that many of you completed, we have compiled relevant data to help us identify the position of agencies and criminal justice professionals regarding the planning themes. Also, we have used this instrument to determine the experience of other states.

The second stage of input involves presentation of initial recommendations for the achievement of plan objectives, in detail, by way of **a series of Town Hall Meetings that will be conducted this Summer.** Again, we will be requesting your reactions, this time in an interactive format. We will be looking for your assessment of how our proposed initiatives might impact your law enforcement agency and criminal justice, at large.

**Town Hall meetings will soon be**

**announced. The dates and locations will be posted on our web page as soon as they are available. Check the schedule and mark your calendar!** Your opinions are valued. Make them known! Thank you, in advance, for your participation.

### MCOLES Career Opportunity

MCOLES is currently soliciting resumes for professional career positions. The persons we seek will function in a variety of MCOLES services, based upon their qualifications. A sampling of MCOLES staff duties would include:

- review and approval of proposals to operate state-approved training programs;
- periodic inspections of approved basic training programs;
- inspections of in-service training programs that are supported by the Michigan Justice Training Fund;
- identifying employment standards compliance violations and conducting related investigations;
- investigations pertaining to the revocation of law enforcement officer certification;
- conducting administrative hearings;

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## A Message From The Executive Director



I would like to take time to provide just a few important messages. First, and foremost, is the MCOLES Town Hall Meetings that we will conduct this summer. We will be making presentations and listening to your comments in communities throughout Michigan. **Don't neglect to have your voice heard.** These meetings are for anyone who has a stake in MCOLES. This includes both the management and labor perspectives, training providers, and all criminal justice disciplines. Check the enclosed schedule and our web site for the latest information.

Not too long ago, Governor Engler announced a plan to allow for the early retirement of state employees. This has produced a dramatic effect on some state departments and divisions. MCOLES has not been spared. We anticipate retirement of at least two of our professional staff. This, coupled with an existing opening, leaves us short by three of our authorized strength. The exit of experienced personnel, which will occur this Fall, will present both challenges and opportunity. We will conduct an aggressive national campaign to bring the most talented individuals to our staff.

On April 11, the Commission approved our revised Mandatory Basic Police Training Policy and Procedure Manual. You can find the entire document at our web site, available for downloading, electronic searching, and printing. Increasingly, we will use this medium to keep you up to date on changes and provide you with a cost effective means of transmitting MCOLES standards to your services.

Recently the Commission also took action relative to "other organizations." A letter has been mailed to all known "other organizations" and any related parties of interest. A copy of this notice has been inserted into this publication for your information.

The Commission, at the May 14th meeting, took action to change the Competitive Grant Application process that is funded through the Michigan Justice Training Fund. As a result of these changes, the Commission also took action to make attendance at one of the Competitive Grant Application Workshops **mandatory for all grant applicants.** Applications submitted by an eligible entity that has not attended a workshop will not be processed for funding consideration during the 2002 grant award cycle. The workshop schedule and related information can be found on the enclosed insert

entitled "Michigan Justice Training Fund 2002 Competitive Grant Application Workshops are Mandatory". Take a look at the schedule and contact MCOLES to make a reservation in the workshop of your choice.

Sincerely,

*R.W. Beach Jr.*

### Law Enforcement Resource Center

The Law Enforcement Resource Center (LERC) serves as a central repository for law enforcement training resources and is available to all law enforcement agencies in Michigan, all MCOLES certified law enforcement officers, law enforcement training academies, and MCOLES approved criminal justice programs. Most of our resources are in VHS video format. These resources are available on a "free-loan" basis and are typically scheduled for use ahead of time. The only cost to you is the return shipping. If you are interested in getting more information about this valuable resource, please contact Ms. Sandra Luther at 517-322-5624.

### The Michigan Commission on Law Enforcement Standards

#### Membership

**Sheriff Gary Rosema, Chair**  
*Michigan Sheriffs' Association*

**Col. Steve Madden**  
*Michigan State Police*

**Mr. William Dennis**  
*Representing Attorney General  
Jennifer Granholm*

**Chief Robert Denslow**  
*Michigan Association of Chiefs of Police*

**Sheriff Henry Zavislak**  
*Michigan Sheriffs' Association*

**Mr. James DeVries**  
*Police Officers Association of Michigan*

**Mr. David Morse**  
*Prosecuting Attorney's Association of  
Michigan*

**Chief Jerry Oliver**  
*Detroit Police Department*

**Sheriff Thomas Edmonds**  
*Michigan Sheriffs' Association*

**Mr. John Buczek**  
*Fraternal Order of Police*

**Chief Jeffrey Werner**  
*Michigan Association of Chiefs of Police*

**Mr. Douglas Mullkoff**  
*Criminal Defense Attorneys' Association of  
Michigan*

**Trooper Timothy Permoda**  
*Michigan State Police Troopers Association*

**Chief James St. Louis**  
*Michigan Association of Chiefs of Police*

**Mr. Richard Weaver**  
*Detroit Police Officers Association*

## Update on Proposed Physical Fitness Standard

As many of you know, MCOLES has been developing a comprehensive physical fitness training program. Our purpose is to improve candidates' abilities to meet the physical challenges of law enforcement through fitness.

Specifically, we set out to design a program that will enable candidates to utilize knowledge, diet and exercise to produce a healthy lifestyle, one that is conducive to a law enforcement career. This strategy represents a departure from our existing pre-employment physical abilities test, which emphasizes job-related skills.

At its April 11 meeting, the Commission approved the new Physical Fitness Standard with continued pilot testing of the recommended performance standards. The Commission also asked staff to come back in June with an implementation plan that would place finalized performance standards into effect in 2003.

**The proposed program is a pure assessment of physical fitness that will be conducted, by MCOLES approved test sites, within a yet to be specified period of time prior to enrollment in an MCOLES approved basic training program. In order to assure that physical conditioning does not deteriorate prior to academy enrollment, it is being suggested that assessments be completed within a relatively small window of time preceeding academy training.** Law enforcement employers are encouraged to pre-screen their candidates. The physical fitness test assesses upper, core, and lower body strength, as well as cardio-respiratory fitness. The proposed test will consist of four events, scored separately:

- maximum pushups in sixty-seconds;
- maximum sit-ups in sixty-seconds;
- a maximum vertical jump; and
- a ½ mile shuttle run, timed.

The test events are simple and do not require extensive facilities or equipment.

To gain entry into the training program, the candidate must demonstrate "average physical fitness," as determined by prior candidate assessments. Test results will be gender and age normed.

Upon admission to academy training, candidates will be further evaluated. They will undergo body fat measurements and personal lifestyle assessments. Physical and academic training will follow. **Candidates will undergo 36-hours of physical fitness training, specifically designed to improve strength and cardio-respiratory capacity.** This training will consist of eight physical fitness dimensions repeated through four cycles of increasing intensity.

**An 8-hour health and wellness program will accompany the physical training.** The purpose of this portion of training is twofold. First, an improvement in the candidate's eating habits and overall lifestyle, occurring in conjunction with physical training, will improve the candidate's level of strength and respiratory capacity. Second, the candidate will leave training with the knowledge of how to live a healthy lifestyle, avoid injury and disease, one that will support a law enforcement career.

The topics in the academic portion of the training include: the fundamentals of fitness and wellness; benefits and guidelines for exercise; coronary risk factors; stress management; the basics of nutrition and diet; weight control; and lower back care.

**At the conclusion of training, candidates will again be required to demonstrate physical fitness as determined by passing the same 4-event test.** The exit standards will be based upon the amount of improvement that can reasonably be expected from the 12 week physical fitness training curriculum. Michigan and national data will be used to determine how much increase will be expected for each event.

### Michigan Commission on Law Enforcement Standards Meeting Schedule

June 13, 2002.....Grand Rapids  
August 20, 2002.....Marquette  
October 17, 2002.....Cadillac  
December 12, 2002.....Lansing

Pending Commission approval, the new physical fitness program will phase in for students attending academy sessions beginning in 2003. We anticipate phasing out the old 6-event pre-employment physical abilities test, with no testing beyond September 30, 2002. **Candidates who intend to apply for 2003 training sessions should anticipate taking the new 4-event physical fitness test. Passing scores from the 6-event test will be accepted until they expire and will continue, for the time being, to be required for certification activation.**

This program speaks to launching law enforcement candidates into their careers with an appreciation for fitness as it affects job performance, health, and longevity. The overall goal of this program is embodied in a concept titled, "Fit For Duty – Fit for Life."

Continued from Page 1:**Career Opportunity**

- conducting research to support basic and in-service training curricula;
- conducting research to support candidate evaluation; and,
- providing technical assistance to academies and law enforcement agencies regarding officer selection, training and certification retention issues.
- review and evaluate competitive grant applications for potential funding.

Starting salary will be commensurate with experience. A full Civil Service fringe benefit package is included. To qualify for this position, a person must possess a Bachelor's Degree in a related field, and a minimum of three (3) years experience as a certified law enforcement officer. MCOLES is an equal opportunity employer.

Interested individuals should submit a resume and cover letter to Mr. William Nash, Section Manager, Standards & Training Section, MCOLES, 7426 N. Canal Road, Lansing, MI 48913.

**MCOLES Revocation Actions**

Public Act 237 of 1998, requires MCOLES to revoke the law enforcement certification of officers when any of the following conditions arise: a) Conviction by a judge or jury of a felony; b) Conviction by a plea of guilty to a felony; c) Conviction by a plea of no contest to a felony; and, d) Making a materially false statement committing fraud during the application for certification process. The Act provides that a "felony," for purposes of this law, means a violation of the penal law of this state, or another state, that is either of the following: 1) Punishable by a term of imprisonment greater than one (1) year; or, 2) A violation that is expressly designated a felony by statute.

Periodically, MCOLES publishes a listing of its recent revocation actions. This includes newly revoked certifications, and persons who recently became otherwise ineligible for certification or recertification consideration.

***Buchanan Police Dept.***

Anthony Adkerson

***Capac Police Dept.***

Chris Cabanillas

***Capital Reg. Airport Auth. PD***

Paul Bargy John Colazo

***Clarkston Police Dept.***

Darrell Hervey

***Clinton Twp. Police Dept.***

Jerry Cornett

***Detroit Police Dept.***

Todd Bauswell Terry Brawner  
Cornell Brown Alphonso Dowell  
Derek Florence Erwin Heard  
Horace Lamar Kevin Larkins  
Dennis Radford Veronica Robinson  
Peter Taylor Carl Webster  
Dennis Shackelford

***Eaton County Sheriff Office***

Terrence Johnson

***Howard Twp. Police Dept.***

Randy Bowman

***Inkster Police Dept.***

Alvin Hall

***Mackinac Island Police Dept.***

Jason Lorentzen

***Maple Rapids Police Dept.***

Stanley Helms

***Mason County Sheriff Office***

David Laiskonis

***Michigan State Police***

Michael Andersen

***Royal Oak Twp. Police Dept.***

Christine Bursey Cecil Dawson

***Tuscarora Twp. Police Dept.***

Todd Respecki

***Walled Lake Police Dept.***

Ralph Rehme

***Newly Ineligible***

Jay Howard Todd Howay  
Craig Lawson Jack Moulik  
John O'Donnel Russell Smith

State of Michigan  
Department of State Police  
Michigan Commission on Law  
Enforcement Standards  
7426 North Canal Road  
Lansing, MI 48913

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## Michigan Justice Training Fund 2002 Competitive Grant Application Workshops are Mandatory

The Michigan Commission on Law Enforcement Standards will be presenting the 2002 Competitive Grant Workshops during the month of June 2002. These workshops will begin at 10:00 am and run through 12 noon at each of the locations listed below. Grant application packets will be available to all workshop participants. **Attendance of a workshop is mandatory for all grant applicants.** If you do not attend a workshop your grant application will not be accepted for potential funding in the 2002 competitive grant award cycle. To ensure a seat in one of the following workshops, please contact Ms. Cheryl Hartwell at (517) 322-5617 by no later than Wednesday, May 29, 2002 to register.

**Monday, June 3, 2002**

Michigan State Police Training Academy  
Lansing, Michigan - Classroom C-2

**Tuesday, June 4, 2002**

Grand Valley State Univ., Grand Rapids  
DeVos Center - Room 201D

**Wednesday, June 5, 2002**

Camp Grayling  
Grayling, Michigan - Officers Club

**Friday, June 7, 2002**

Washtenaw Community College  
Ann Arbor, Michigan - Morris J. Lawrence  
Building - Room 101

**Wednesday, June 12, 2002**

Michigan State Police Training Academy  
Classroom C-5 (make-up date if necessary)

A LEIN message will also be sent regarding the mandatory attendance requirement and related workshop schedule.

**Application packets will only be available to eligible applicants at the workshops.**

## Michigan Justice Training Fund 2001 Competitive Grant Awards

<b>Applicant Agency</b>	<b>Project Title</b>	<b>Award Amount</b>
Michigan Judicial Institute	Court Support Personnel Training	\$ 117,576
Michigan Judicial Institute	Juvenile Benchbook Revision	\$ 87,113
3rd Judicial Circuit Court of MI	Millennium Training Program-Phase III	\$ 90,766
<b>Total Adjudication</b>		<b>\$ 295,455</b>
Allegan County Sheriff	Local Correctional Officer Academy	\$ 16,489
Department of Corrections	Basic Detective School	\$ 6,000
Department of Corrections	REID Interview/Interrogation	\$ 23,400
Grand Traverse County Sheriff	Regional Correctional Training	\$ 18,244
Ingham County Sheriff's Office	Correctional Academy	\$ 27,607
Kellogg Community College	Tri-County Corrections Training Consort	\$ 29,297
Kirtland Community College	Northern Michigan Corrections Training	\$ 25,101
Monroe County Sheriff's Office	Monroe County Corrections Training	\$ 8,617
Northern Michigan University	Corrections - In-Service Training	\$ 68,230
Northern Michigan University	Corrections Academy	\$ 21,195
Washtenaw Co. Sheriff/CC	Corrections Officer Academy	\$ 21,825
<b>Total Corrections</b>		<b>\$ 266,005</b>

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## Michigan Justice Training Fund 2001 Competitive Grant Awards

Applicant Agency	Project Title	Award Amount
Mich Appellate Assigned Counsel	Reference Manual/Roster Training	\$ 28,678
State Appellate Defender Office	Criminal Defender Training Conference	\$ 64,299
State Appellate Defender Office	Defender Training 2002	<u>\$ 170,526</u>
<b>Total Defense</b>		<b>\$ 263,503</b>
Delta College	Ground Fighting	\$ 7,187
Delta College	Law Enforcement Series	\$ 65,755
Detroit Police Department	Problem Solving for Street Officers	\$ 33,880
Eastern Michigan University	Computer Forensics	\$ 31,208
Eastern Michigan University	School of Cybercrime Investigation	\$ 44,394
Eastern Michigan University	School of Police Staff & Command-EMU	\$ 84,031
Eastern Michigan University	Law Enforcement Executive Forum	\$ 15,145
Farmington Hills DPS	School of Police Staff & Command	\$ 97,894
Ferris State University	Cent West Mich. Law Enforce Training	\$ 19,674
Grand Rapids Community College	Precision Driving	\$ 57,184
Grand Valley State University	Preparing for the Leadership Challenge	\$ 52,552
Ingham County Sheriff's Office	Regional Pursuit Driving	\$ 58,125
Kalkaska County Sheriff's Office	N. MI Mutual Aid Emerg Response Trng	\$ 34,433
Kellogg Community College	Tri-County Law Enforcement Training	\$ 86,938
Kirtland Community College	Northern Mich Law Enforcement Training	\$ 73,759
Lansing Police Department	Mobile Field Force	\$ 7,750
Macomb Community College	Law Enf Alcohol/Drug Seminars	\$ 64,054
Michigan State University	Police Alcohol/Drug Enf Seminars	\$ 40,415
Michigan State University	Police Traffic Accident Investigation	\$ 39,979
Mid Michigan Community College	Executive Leadership Institute	\$ 16,169
Mid Michigan Community College	Law Enf School Liaison Program	\$ 27,077
Monroe County Sheriff's Office	Regional Training Plan	\$ 94,397
MSP/Fire Marshal Division	Juv Firesetter Intervention Specialist	\$ 13,498
MSP/Forensic Science Division	Forensic Science Training	\$ 176,482
MSP/Training Division	Driver Instructor Training	\$ 15,920
MSP/Training Division	Precision Driving	\$ 23,662
Muskegon Community College	West Michigan Police Training Series	\$ 30,785
Northwestern Michigan College	CORE Training 2002	\$ 83,188
Northern Michigan University	Law Enforcement In-Service Training	\$ 123,842
Northwestern Michigan College	Law Enforcement Training	\$ 5,222
Oakland County Sheriff's Office	Deafness Awareness Training for LE	\$ 21,429
Schoolcraft College	Law Enforcement Video Series	\$ 8,783
Traverse City Police Department	Northern Mich Regional Driving Range	\$ 79,898
Washtenaw Community College	Police Precision Driving Training	\$ 29,117
Wayne County Airport Police	Southeastern Mich Training Consortium	\$ 195,040
West Shore Community College	Survival Spanish for the Police Officer	<u>\$ 25,032</u>
<b>Total Law Enforcement</b>		<b>\$1,883,898</b>
Prosecuting Attnys Coord Council	Prosecutor Training 2002	<u>\$ 297,345</u>
<b>Total Prosecution</b>		<b>\$ 297,345</b>
<b>TOTAL 2001 GRANT AWARDS</b>		<b>\$3,006,206</b>

## Notification of Commission Action Regarding “Other Organizations”

The Commission recently took action to cease the issuance of law enforcement certification to individuals employed by an “other organization” which has not been established by statute. The following is the substance of the notice that was sent to all known entities who expressed an interest or may be impacted by this action.

The Michigan Commission on Law Enforcement Standards (MCOLES), at its April 11, 2002, meeting continued discussions regarding agencies that derive law enforcement authority from a source other than a legislative statute. As many of you know, this matter has been before this Commission for several years. We have conducted numerous meetings as well as a statewide public hearing, requested legal counsel, and monitored judicial opinions and legislative changes as we sought resolution of this problem. At this point, we are unable to identify an immediate viable solution within the current MCOLES enabling legislation, Public Act 203 of 1965, as amended.

Therefore, after careful consideration of the complex ramifications surrounding this issue, **the Commission has voted to cease the activation of law enforcement certification for individuals affiliated with other organizations that are not established by statute.**

This in no way detracts from the need for or the importance of service provided by these agencies. The Commission fully recognizes that this decision places a hardship upon agencies that operate without legislative authority. Commission Chair, Sheriff Gary Rosema, has appointed an ad hoc committee to examine this issue for the potential of possible legislative remedies that would address specific needs not currently enabled in current legislation.

We encourage any agency affected by this decision to fully consider available options under present law. First, it should be noted that public colleges and universities may legally form law enforcement agencies, as provided in Public Acts 120 of 1990 and 281 of 1998. Secondly, private institutions may form private security police agencies under Public Act 330, of 1968. Private security police officers may enforce state law within the confines of the organization’s property.

As you address this situation for your individual agency’s needs, MCOLES staff will be available to work with your representatives toward identification of an appropriate course of action. Please be assured I will keep you informed as the Commission continues its deliberations in this matter of mutual concern and interest.